

1 **COMPLAINT OF EMPLOYMENT DISCRIMINATION**
2 **BEFORE THE STATE OF CALIFORNIA**
3 **DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING**
4 **Under the California Fair Employment and Housing Act**
5 **(Gov. Code, § 12900 et seq.)**

6 In the Matter of the Complaint of DFEH No. 841191-269532
7 Anabel Arauz, Complainant.
8 C/O Gilleon Law Firm, 1320 Columbia St.,
9 Ste. 200
10 San Diego, California 92101

11 vs.

12 United Food And Commercial Workers Local
13 135, Respondent.
14 2001 Camino Del Rio South
15 San Diego, California 92108

16 Complainant alleges:

- 17 1. Respondent **United Food And Commercial Workers Local 135** is a **Union**
18 subject to suit under the California Fair Employment and Housing Act (FEHA) (Gov.
19 Code, § 12900 et seq.). Complainant believes respondent is subject to the FEHA.
20 2. On or around **January 06, 2017**, complainant alleges that respondent took the
21 following adverse actions against complainant: **Discrimination, Harassment,**
22 **Retaliation Demoted, Denied a work environment free of discrimination and/or**
retaliation, . Complainant believes respondent committed these actions because of
their: **Association with a member of a protected class, Engagement in**
Protected Activity, Sex - Gender .
3. Complainant **Anabel Arauz** resides in the City of **San Diego**, State of **California**.
If complaint includes co-respondents please see below.

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Co-Respondents:

Richard Barrera
2001 Camino Del Rio South
San Diego California 92108

Mickey Kasparian
2001 Camino Del Rio South
San Diego California 92108

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Additional Complaint Details:

Anabel Arauz, 35, is a single mother of three. She has worked for Local 135 since 2011 as a Union Organizer. Her supervisors are Richard Barrera and Mickey Kasparian. When the lawsuit filed Isabel Vasquez were filed, in December 2016, Ms. Arauz was on vacation (Dec. 16, 2016 to Jan. 3, 2017). When she returned to work on Jan. 4, 2017, she was confronted by Barrera about her boyfriend`s Facebook activities which Barrera believed created a negative "perception" about Mickey Kasparian. Ms. Arauz told Barrera that she "loved" her Ms. Vasquez, that she had known Ms. Vasquez since she was 17, and that she would not dismiss what Ms. Vasquez was alleging about Mickey Kasparian. Ms. Arauz made it clear to Barrera that she would be a valuable character witness to Isabel Vasquez in her FEHA based lawsuit against Kasparian (and Local 1135), and that she would not provide any testimony that would contradict or even conflict with Ms. Vasquez`s allegations. In retaliation, Barrera, Kasparian, and Local 135 (through them) demoted Ms. Arauz to "internal research organizer," which fundamentally changed every aspect of her job with Local 135. The demotion was designed to punish Ms. Arauz and humiliate her, not only to send a message to other employees that they could face the same punishment if they did not not denounce Ms. Vasquez, but also to create a hostile environment for Ms. Arauz in which she could be constantly observed. Defendants also wanted to preemptively retaliate against Ms. Arauz because they knew her support of Ms. Vasquez could cause them problems when she became a witness in Ms. Vasquez`s FEHA based lawsuit. A substantial contributing factor in the above violations of FEHA was Ms. Arauz`s gender, given defendants` demonstrated animus, bias, and discriminatory intent/conduct against women.

1 VERIFICATION

2 I, **Dan Gilleon**, am the Attorney for Complainant in the above-entitled complaint. I
3 have read the foregoing complaint and know the contents thereof. The same is true
4 of my own knowledge, except as to those matters which are therein alleged on
information and belief, and as to those matters, I believe it to be true.

5 On January 07, 2017, I declare under penalty of perjury under the laws of the State
6 of California that the foregoing is true and correct.

7 **San Diego, CA**
8 **Dan Gilleon**

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